

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2087
Revision No.: 21
Date of Last Revision: 05/29/2002

Applicable in the state of Connecticut in the Hartford Standard Metropolitan Statistical Area as follows:

HARTFORD COUNTY - Avon Town, Bloomfield Town, Canton Town, East Granby Town, East Hartford Town, East Windsor Town, Enfield Town, Farmington Town, Glastonbury Town, Granby Town, Hartford City, Manchester Town, Marlborough Town, Newington Town, Rocky Hill Town, Simsbury Town, South Windsor Town, Suffield Town, West Hartford Town, Wethersfield Town, Windsor Town, Windsor Locks Town

LITCHFIELD COUNTY - New Hartford Town

MIDDLESEX COUNTY - Cromwell Town, East Hampton Town, Portland Town

NEW LONDON COUNTY - Colchester Town

TOLLAND COUNTY - Andover City, Bolton City, Columbia Town, Coventry City, Ellington City, Hebron Town, Stafford Town, Tolland Town, Vernon City, Willington Town

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	9.63
Accounting Clerk II	12.38
Accounting Clerk III	15.00
Accounting Clerk IV	18.18
Court Reporter	13.43
Dispatcher, Motor Vehicle	10.18
Document Preparation Clerk	14.41
Duplicating Machine Operator	14.41
Film/Tape Librarian	12.81
General Clerk I	11.73
General Clerk II	13.16
General Clerk III	16.04
General Clerk IV	17.84
Housing Referral Assistant	19.80
Key Entry Operator I	11.97
Key Entry Operator II	16.26
Messenger (Courier)	10.27
Order Clerk I	11.63
Order Clerk II	12.93
Personnel Assistant (Employment) I	12.51
Personnel Assistant (Employment) II	14.06
Personnel Assistant (Employment) III	17.06
Personnel Assistant (Employment) IV	19.83
Production Control Clerk	18.32

Rental Clerk	12.78
Scheduler, Maintenance	14.06
Secretary I	13.74
Secretary II	15.90
Secretary III	18.09
Secretary IV	20.35
Secretary V	23.51
Service Order Dispatcher	14.06
Stenographer I	13.46
Stenographer II	15.11
Supply Technician	18.19
Survey Worker (Interviewer)	15.55
Switchboard Operator-Receptionist	10.83
Test Examiner	17.40
Test Proctor	17.40
Travel Clerk I	11.24
Travel Clerk II	12.25
Travel Clerk III	13.33
Word Processor I	12.53
Word Processor II	14.63
Word Processor III	15.97

Automatic Data Processing Occupations

Computer Data Librarian	12.81
Computer Operator I	12.75
Computer Operator II	15.17
Computer Operator III	19.11
Computer Operator IV	21.41
Computer Operator V	23.76
Computer Programmer I (1)	16.49
Computer Programmer II (1)	20.36
Computer Programmer III (1)	25.84
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	22.15
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.75

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	19.19
Automotive Glass Installer	19.45
Automotive Worker	17.68
Electrician, Automotive	18.43
Mobile Equipment Servicer	16.23
Motor Equipment Metal Mechanic	19.19
Motor Equipment Metal Worker	17.68
Motor Vehicle Mechanic	18.71
Motor Vehicle Mechanic Helper	15.47
Motor Vehicle Upholstery Worker	16.97

Motor Vehicle Wrecker	17.68
Painter, Automotive	18.50
Radiator Repair Specialist	17.68
Tire Repairer	15.68
Transmission Repair Specialist	19.19

Food Preparation and Service Occupations

Baker	12.99
Cook I	12.09
Cook II	13.17
Dishwasher	9.94
Food Service Worker	9.94
Meat Cutter	16.43
Waiter/Waitress	10.21

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	18.43
Furniture Handler	13.89
Furniture Refinisher	18.43
Furniture Refinisher Helper	15.47
Furniture Repairer, Minor	16.97
Upholsterer	18.43

General Services and Support Occupations

Cleaner, Vehicles	9.62
Elevator Operator	11.13
Gardener	13.15
House Keeping Aid I	10.36
House Keeping Aid II	10.63
Janitor	11.13
Laborer, Grounds Maintenance	11.27
Maid or Houseman	10.36
Pest Controller	13.72
Refuse Collector	10.58
Tractor Operator	12.54
Window Cleaner	11.81

Health Occupations

Dental Assistant	13.83
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.83
Licensed Practical Nurse I	11.02
Licensed Practical Nurse II	12.36
Licensed Practical Nurse III	13.83
Medical Assistant	12.36
Medical Laboratory Technician	12.36
Medical Record Clerk	12.36
Medical Record Technician	14.71
Nursing Assistant I	8.99
Nursing Assistant II	10.10

Nursing Assistant III	11.02
Nursing Assistant IV	12.36
Pharmacy Technician	12.19
Phlebotomist	12.36
Registered Nurse I	17.13
Registered Nurse II	20.97
Registered Nurse II, Specialist	20.97
Registered Nurse III	25.37
Registered Nurse III, Anesthetist	25.37
Registered Nurse IV	30.38

Information and Arts Occupations

Audiovisual Librarian	18.80
Exhibits Specialist I	15.11
Exhibits Specialist II	18.80
Exhibits Specialist III	20.09
Illustrator I	15.11
Illustrator II	18.80
Illustrator III	20.37
Librarian	22.55
Library Technician	14.64
Photographer I	13.52
Photographer II	16.81
Photographer III	19.34
Photographer IV	23.60
Photographer V	28.62

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	7.80
Counter Attendant	7.80
Dry Cleaner	9.86
Finisher, Flatwork, Machine	7.80
Presser, Hand	7.80
Presser, Machine, Drycleaning	8.58
Presser, Machine, Shirts	7.80
Presser, Machine, Wearing Apparel, Laundry	7.80
Sewing Machine Operator	9.44
Tailor	12.52
Washer, Machine	8.28

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	18.43
Tool and Die Maker	21.43

Material Handling and Packing Occupations

Forklift Operator	15.47
Fuel Distribution System Operator	16.23
Material Coordinator	19.52
Material Expediter	19.52

Material Handling Laborer	13.94
Order Filler	12.93
Production Line Worker (Food Processing)	15.47
Shipping Packer	14.89
Shipping/Receiving Clerk	14.63
Stock Clerk (Shelf Stocker; Store Worker II)	14.14
Store Worker I	10.33
Tools and Parts Attendant	15.47
Warehouse Specialist	15.47

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	21.25
Aircraft Mechanic Helper	17.13
Aircraft Quality Control Inspector	22.02
Aircraft Servicer	18.79
Aircraft Worker	19.58
Appliance Mechanic	18.43
Bicycle Repairer	15.68
Cable Splicer	22.07
Carpenter, Maintenance	18.43
Carpet Layer	17.72
Electrician, Maintenance	21.64
Electronics Technician, Maintenance I	20.33
Electronics Technician, Maintenance II	21.19
Electronics Technician, Maintenance III	22.07
Fabric Worker	16.97
Fire Alarm System Mechanic	19.19
Fire Extinguisher Repairer	16.23
Fuel Distribution System Mechanic	19.19
General Maintenance Worker	17.68
Heating, Refrigeration and Air Conditioning Mechanic	21.11
Heavy Equipment Mechanic	20.60
Heavy Equipment Operator	20.81
Instrument Mechanic	19.19
Laborer	11.28
Locksmith	18.43
Machinery Maintenance Mechanic	20.09
Machinist, Maintenance	19.19
Maintenance Trades Helper	15.47
Millwright	21.11
Office Appliance Repairer	18.43
Painter, Aircraft	18.50
Painter, Maintenance	18.43
Pipefitter, Maintenance	19.52
Plumber, Maintenance	18.43
Pneudraulic Systems Mechanic	19.19
Rigger	19.19
Scale Mechanic	17.68
Sheet-Metal Worker, Maintenance	19.19

Small Engine Mechanic	17.68
Telecommunication Mechanic I	19.31
Telecommunication Mechanic II	20.02
Telephone Lineman	19.31
Welder, Combination, Maintenance	19.19
Well Driller	19.19
Woodcraft Worker	19.19
Woodworker	16.92

Miscellaneous Occupations

Animal Caretaker	10.75
Carnival Equipment Operator	11.36
Carnival Equipment Repairer	11.92
Carnival Worker	9.62
Cashier	9.14
Desk Clerk	11.13
Embalmer	19.06
Lifeguard	9.94
Mortician	20.89
Park Attendant (Aide)	12.43
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.96
Recreation Specialist	15.40
Recycling Worker	12.50
Sales Clerk	10.39
School Crossing Guard (Crosswalk Attendant)	11.89
Sport Official	9.94
Survey Party Chief (Chief of Party)	14.08
Surveying Aide	8.53
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.80
Swimming Pool Operator	14.00
Vending Machine Attendant	12.24
Vending Machine Repairer	14.00
Vending Machine Repairer Helper	12.24

Personal Needs Occupations

Child Care Attendant	9.92
Child Care Center Clerk	13.91
Chore Aid	9.59
Homemaker	16.50

Plant and System Operation Occupations

Boiler Tender	20.30
Sewage Plant Operator	18.43
Stationary Engineer	20.31
Ventilation Equipment Tender	15.47
Water Treatment Plant Operator	18.43

Protective Service Occupations

Alarm Monitor	11.72
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Corrections Officer	21.82
Court Security Officer	21.82
Detention Officer	21.82
Firefighter	22.07
Guard I	10.40
Guard II	14.75
Police Officer	23.98

Stevedoring/Longshoremen Occupations

Blocker and Bracer	17.69
Hatch Tender	17.69
Line Handler	17.69
Stevedore I	16.97
Stevedore II	18.42

Technical Occupations

Air Traffic Control Specialist, Center (2)	29.64
Air Traffic Control Specialist, Station (2)	20.43
Air Traffic Control Specialist, Terminal (2)	22.51
Archeological Technician I	13.56
Archeological Technician II	15.17
Archeological Technician III	18.80
Cartographic Technician	20.17
Civil Engineering Technician	21.27
Computer Based Training (CBT) Specialist/ Instructor	21.00
Drafter I	10.11
Drafter II	11.56
Drafter III	15.11
Drafter IV	18.80
Engineering Technician I	10.45
Engineering Technician II	11.94
Engineering Technician III	15.61
Engineering Technician IV	19.42
Engineering Technician V	22.33
Engineering Technician VI	25.67
Environmental Technician	17.84
Flight Simulator/Instructor (Pilot)	26.19
Graphic Artist	19.33
Instructor	19.75
Laboratory Technician	17.70
Mathematical Technician	19.34
Paralegal/Legal Assistant I	17.49
Paralegal/Legal Assistant II	22.55
Paralegal/Legal Assistant III	27.52
Paralegal/Legal Assistant IV	33.39
Photooptics Technician	19.34
Technical Writer	25.31
Unexploded (UXO) Safety Escort	18.84
Unexploded (UXO) Sweep Personnel	18.84

Unexploded Ordnance (UXO) Technician I	18.84
Unexploded Ordnance (UXO) Technician II	22.79
Unexploded Ordnance (UXO) Technician III	27.32
Weather Observer, Combined Upper Air and Surface Programs (1,3)	16.51
Weather Observer, Senior (1,3)	18.38
Weather Observer, Upper Air (1,3)	16.51

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	16.97
Parking and Lot Attendant	9.11
Shuttle Bus Driver	14.43
Taxi Driver	15.47
Truckdriver, Heavy Truck	19.50
Truckdriver, Light Truck	13.60
Truckdriver, Medium Truck	18.40
Truckdriver, Tractor-Trailer	19.50

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, drying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized

representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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Wage Determination No.: 1994-2089
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Applicable statewide in Connecticut, excluding Fairfield County, New Haven County, New London County, excluding Colchester Town and the Hartford Metropolitan Statistical Area defined below:

HARTFORD COUNTY - Avon Town, Bloomfield Town, Canton Town, East Granby Town, East Hartford Town, East Windsor Town, Enfield Town, Farmington Town, Glastonbury Town, Granby Town, Hartford Town, Manchester Town, Marlborough Town, Newington Town, Rocky Hill Town, Simsbury Town, South Windsor Town, Suffield Town, West Hartford Town, Wethersfield Town, Windsor Town, Windsor Locks Town

LITCHFIELD COUNTY - New Hartford Town

MIDDLESEX COUNTY - Cromwell Town, East Hampton Town, Portland Town

NEW LONDON COUNTY - Colchester Town

TOLLAND TOWN - Andover City, Bolton City, Columbia Town, Coventry Town, Ellington City, Hebron Town, Stafford Town, Tolland Town, Vernon City, Willington Town

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	11.91
Accounting Clerk II	13.17
Accounting Clerk III	15.05
Accounting Clerk IV	19.42
Court Reporter	15.40
Dispatcher, Motor Vehicle	15.24
Document Preparation Clerk	12.44
Duplicating Machine Operator	12.44
Film/Tape Librarian	12.83
General Clerk I	9.84
General Clerk II	11.41
General Clerk III	12.90
General Clerk IV	16.30
Housing Referral Assistant	18.50
Key Entry Operator I	10.68
Key Entry Operator II	11.83
Messenger (Courier)	10.52
Order Clerk I	12.53
Order Clerk II	16.55
Personnel Assistant (Employment) I	12.67
Personnel Assistant (Employment) II	14.66
Personnel Assistant (Employment) III	15.58
Personnel Assistant (Employment) IV	18.47

Production Control Clerk	17.95
Rental Clerk	14.11
Scheduler, Maintenance	14.66
Secretary I	13.88
Secretary II	16.88
Secretary III	19.55
Secretary IV	21.51
Secretary V	24.88
Service Order Dispatcher	14.66
Stenographer I	12.44
Stenographer II	14.41
Supply Technician	20.72
Survey Worker (Interviewer)	15.40
Switchboard Operator-Receptionist	11.15
Test Examiner	16.10
Test Proctor	16.10
Travel Clerk I	10.25
Travel Clerk II	11.18
Travel Clerk III	12.16
Word Processor I	12.00
Word Processor II	14.66
Word Processor III	15.65

Automatic Data Processing Occupations

Computer Data Librarian	10.77
Computer Operator I	12.39
Computer Operator II	13.86
Computer Operator III	18.29
Computer Operator IV	23.06
Computer Operator V	25.54
Computer Programmer I (1)	17.93
Computer Programmer II (1)	19.80
Computer Programmer III (1)	24.84
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	22.31
Computer Systems Analyst II (1)	27.19
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.39

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	20.76
Automotive Glass Installer	19.54
Automotive Worker	19.54
Electrician, Automotive	20.20
Mobile Equipment Servicer	18.34
Motor Equipment Metal Mechanic	20.76
Motor Equipment Metal Worker	19.54
Motor Vehicle Mechanic	18.70
Motor Vehicle Mechanic Helper	17.67

Motor Vehicle Upholstery Worker	18.97
Motor Vehicle Wrecker	19.54
Painter, Automotive	18.18
Radiator Repair Specialist	17.58
Tire Repairer	15.94
Transmission Repair Specialist	18.69

Food Preparation and Service Occupations

Baker	10.51
Cook I	10.90
Cook II	11.79
Dishwasher	9.74
Food Service Worker	9.74
Meat Cutter	12.97
Waiter/Waitress	10.14

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	20.20
Furniture Handler	16.46
Furniture Refinisher	20.20
Furniture Refinisher Helper	17.67
Furniture Repairer, Minor	18.97
Upholsterer	20.20

General Services and Support Occupations

Cleaner, Vehicles	9.74
Elevator Operator	10.71
Gardener	11.48
House Keeping Aid I	9.74
House Keeping Aid II	9.74
Janitor	10.71
Laborer, Grounds Maintenance	10.71
Maid or Houseman	9.74
Pest Controller	11.99
Refuse Collector	10.43
Tractor Operator	11.41
Window Cleaner	11.15

Health Occupations

Dental Assistant	13.83
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.65
Licensed Practical Nurse I	11.02
Licensed Practical Nurse II	12.36
Licensed Practical Nurse III	13.83
Medical Assistant	11.10
Medical Laboratory Technician	12.36
Medical Record Clerk	10.44
Medical Record Technician	14.71
Nursing Assistant I	8.99

Nursing Assistant II	10.10
Nursing Assistant III	11.02
Nursing Assistant IV	12.36
Pharmacy Technician	12.19
Phlebotomist	12.36
Registered Nurse I	17.13
Registered Nurse II	20.97
Registered Nurse II, Specialist	20.97
Registered Nurse III	25.37
Registered Nurse III, Anesthetist	25.37
Registered Nurse IV	30.38

Information and Arts Occupations

Audiovisual Librarian	19.18
Exhibits Specialist I	18.07
Exhibits Specialist II	22.37
Exhibits Specialist III	27.39
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Illustrator II	22.37
Illustrator III	27.39
Librarian	28.07
Library Technician	16.09
Photographer I	12.79
Photographer II	16.43
Photographer III	20.34
Photographer IV	24.90
Photographer V	30.12

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	7.53
Counter Attendant	7.53
Dry Cleaner	9.37
Finisher, Flatwork, Machine	7.53
Presser, Hand	7.53
Presser, Machine, Drycleaning	7.53
Presser, Machine, Shirts	7.53
Presser, Machine, Wearing Apparel, Laundry	7.53
Sewing Machine Operator	9.97
Tailor	11.10
Washer, Machine	8.02

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	20.20
Tool and Die Maker	21.74

Material Handling and Packing Occupations

Forklift Operator	15.37
Fuel Distribution System Operator	18.34
Material Coordinator	18.32

Material Expediter	18.32
Material Handling Laborer	15.84
Order Filler	13.03
Production Line Worker (Food Processing)	15.77
Shipping Packer	14.91
Shipping/Receiving Clerk	14.82
Stock Clerk (Shelf Stocker; Store Worker II)	14.32
Store Worker I	10.71
Tools and Parts Attendant	15.77
Warehouse Specialist	16.42

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	22.11
Aircraft Mechanic Helper	17.67
Aircraft Quality Control Inspector	21.40
Aircraft Servicer	18.97
Aircraft Worker	19.54
Appliance Mechanic	20.20
Bicycle Repairer	17.72
Cable Splicer	22.67
Carpenter, Maintenance	20.20
Carpet Layer	19.54
Electrician, Maintenance	23.68
Electronics Technician, Maintenance I	17.51
Electronics Technician, Maintenance II	18.11
Electronics Technician, Maintenance III	21.43
Fabric Worker	18.97
Fire Alarm System Mechanic	20.76
Fire Extinguisher Repairer	18.34
Fuel Distribution System Mechanic	19.44
General Maintenance Worker	19.54
Heating, Refrigeration and Air Conditioning Mechanic	22.28
Heavy Equipment Mechanic	20.76
Heavy Equipment Operator	20.76
Instrument Mechanic	20.76
Laborer	10.71
Locksmith	20.20
Machinery Maintenance Mechanic	19.04
Machinist, Maintenance	20.76
Maintenance Trades Helper	17.62
Millwright	21.82
Office Appliance Repairer	20.20
Painter, Aircraft	20.20
Painter, Maintenance	19.78
Pipefitter, Maintenance	21.29
Plumber, Maintenance	20.20
Pneudraulic Systems Mechanic	20.76
Rigger	20.76
Scale Mechanic	19.54

Sheet-Metal Worker, Maintenance	20.76
Small Engine Mechanic	19.54
Telecommunication Mechanic I	20.76
Telecommunication Mechanic II	21.40
Telephone Lineman	20.76
Welder, Combination, Maintenance	20.76
Well Driller	22.38
Woodcraft Worker	20.76
Woodworker	18.34

Miscellaneous Occupations

Animal Caretaker	9.66
Carnival Equipment Operator	8.62
Carnival Equipment Repairer	9.08
Carnival Worker	8.47
Cashier	10.53
Desk Clerk	12.50
Embalmer	16.57
Lifeguard	11.15
Mortician	18.23
Park Attendant (Aide)	13.99
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.15
Recreation Specialist	17.34
Recycling Worker	9.48
Sales Clerk	11.15
School Crossing Guard (Crosswalk Attendant)	9.32
Sport Official	11.15
Survey Party Chief (Chief of Party)	16.87
Surveying Aide	9.60
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.77
Swimming Pool Operator	10.48
Vending Machine Attendant	9.48
Vending Machine Repairer	10.67
Vending Machine Repairer Helper	9.48

Personal Needs Occupations

Child Care Attendant	12.50
Child Care Center Clerk	15.60
Chore Aid	9.36
Homemaker	22.09

Plant and System Operation Occupations

Boiler Tender	20.76
Sewage Plant Operator	20.20
Stationary Engineer	20.76
Ventilation Equipment Tender	17.67
Water Treatment Plant Operator	20.20

Protective Service Occupations

Alarm Monitor	13.57
Corrections Officer	23.03
Court Security Officer	23.03
Detention Officer	23.03
Firefighter	22.07
Guard I	10.66
Guard II	15.33
Police Officer	23.98
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	18.03
Hatch Tender	18.03
Line Handler	18.03
Stevedore I	16.49
Stevedore II	17.56
Technical Occupations	
Air Traffic Control Specialist, Center (2)	29.64
Air Traffic Control Specialist, Station (2)	20.43
Air Traffic Control Specialist, Terminal (2)	22.51
Archeological Technician I	14.69
Archeological Technician II	16.45
Archeological Technician III	20.37
Cartographic Technician	23.06
Civil Engineering Technician	20.37
Computer Based Training (CBT) Specialist/ Instructor	22.31
Drafter I	12.55
Drafter II	14.07
Drafter III	18.07
Drafter IV	22.37
Engineering Technician I	14.63
Engineering Technician II	16.40
Engineering Technician III	19.39
Engineering Technician IV	22.33
Engineering Technician V	26.49
Engineering Technician VI	32.03
Environmental Technician	19.19
Flight Simulator/Instructor (Pilot)	23.64
Graphic Artist	19.51
Instructor	21.34
Laboratory Technician	17.92
Mathematical Technician	20.37
Paralegal/Legal Assistant I	16.86
Paralegal/Legal Assistant II	23.10
Paralegal/Legal Assistant III	28.26
Paralegal/Legal Assistant IV	34.19
Photooptics Technician	18.52
Technical Writer	25.25
Unexploded (UXO) Safety Escort	18.84

Unexploded (UXO) Sweep Personnel	18.84
Unexploded Ordnance (UXO) Technician I	18.84
Unexploded Ordnance (UXO) Technician II	22.79
Unexploded Ordnance (UXO) Technician III	27.32
Weather Observer, Combined Upper Air and Surface Programs (3)	15.91
Weather Observer, Senior (3)	17.68
Weather Observer, Upper Air (3)	15.91

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	15.24
Parking and Lot Attendant	9.54
Shuttle Bus Driver	12.14
Taxi Driver	10.29
Truckdriver, Heavy Truck	16.15
Truckdriver, Light Truck	12.14
Truckdriver, Medium Truck	16.15
Truckdriver, Tractor-Trailer	17.34

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and

incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for

proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-3023
Revision No.: 4
Date of Last Revision: 05/29/2002

State: Connecticut

Area: Connecticut County of New London

(Excluding Colchester Town)

**** Fringe Benefits Required Follow the Occupational Listing ****

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	11.67
Accounting Clerk II	12.90
Accounting Clerk III	14.74
Accounting Clerk IV	19.02
Court Reporter	14.32
Dispatcher, Motor Vehicle	14.32
Document Preparation Clerk	12.00
Duplicating Machine Operator	12.00
Film/Tape Librarian	12.83
General Clerk I	9.69
General Clerk II	11.23
General Clerk III	12.70
General Clerk IV	16.81
Housing Referral Assistant	16.45
Key Entry Operator I	9.74
Key Entry Operator II	10.78
Messenger (Courier)	9.15
Order Clerk I	10.97
Order Clerk II	14.49
Personnel Assistant (Employment) I	11.90
Personnel Assistant (Employment) II	13.33
Personnel Assistant (Employment) III	15.27
Personnel Assistant (Employment) IV	17.51
Production Control Clerk	16.09
Rental Clerk	12.83
Scheduler, Maintenance	13.12
Secretary I	13.13
Secretary II	14.32
Secretary III	16.45
Secretary IV	19.61

Secretary V	22.69
Service Order Dispatcher	13.12
Stenographer I	11.71
Stenographer II	13.40
Supply Technician	19.61
Survey Worker (Interviewer)	14.00
Switchboard Operator-Receptionist	11.15
Test Examiner	14.32
Test Proctor	14.32
Travel Clerk I	9.38
Travel Clerk II	10.21
Travel Clerk III	10.75
Word Processor I	10.91
Word Processor II	13.98
Word Processor III	15.65

Automatic Data Processing Occupations

Computer Data Librarian	9.79
Computer Operator I	11.78
Computer Operator II	13.19
Computer Operator III	17.40
Computer Operator IV	21.93
Computer Operator V	24.29
Computer Programmer I (1)	19.44
Computer Programmer II (1)	21.47
Computer Programmer III (1)	26.93
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	22.27
Computer Systems Analyst II (1)	27.14
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.95

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	20.76
Automotive Glass Installer	19.54
Automotive Worker	19.54
Electrician, Automotive	20.20
Mobile Equipment Servicer	18.34
Motor Equipment Metal Mechanic	20.76
Motor Equipment Metal Worker	19.54
Motor Vehicle Mechanic	18.70
Motor Vehicle Mechanic Helper	17.67
Motor Vehicle Upholstery Worker	18.97
Motor Vehicle Wrecker	19.54
Painter, Automotive	18.18
Radiator Repair Specialist	17.58
Tire Repairer	15.94
Transmission Repair Specialist	18.69

Food Preparation and Service Occupations

Baker	10.32
Cook I	9.98
Cook II	10.79
Dishwasher	8.47
Food Service Worker	8.47
Meat Cutter	11.79
Waiter/Waitress	8.82

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	20.20
Furniture Handler	16.46
Furniture Refinisher	20.20
Furniture Refinisher Helper	17.67
Furniture Repairer, Minor	18.97
Upholsterer	20.20

General Services and Support Occupations

Cleaner, Vehicles	8.67
Elevator Operator	11.05
Gardener	11.50
House Keeping Aid I	8.68
House Keeping Aid II	9.85
Janitor	11.05
Laborer, Grounds Maintenance	10.73
Maid or Houseman	9.74
Pest Controller	12.54
Refuse Collector	12.54
Tractor Operator	11.97
Window Cleaner	11.51

Health Occupations

Dental Assistant	12.83
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.41
Licensed Practical Nurse I	11.52
Licensed Practical Nurse II	12.93
Licensed Practical Nurse III	14.46
Medical Assistant	11.51
Medical Laboratory Technician	11.24
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	8.10
Nursing Assistant II	9.10
Nursing Assistant III	9.94
Nursing Assistant IV	11.14
Pharmacy Technician	12.19
Phlebotomist	12.93
Registered Nurse I	16.07

Registered Nurse II	19.67
Registered Nurse II, Specialist	19.67
Registered Nurse III	23.80
Registered Nurse III, Anesthetist	23.80
Registered Nurse IV	28.51

Information and Arts Occupations

Audiovisual Librarian	19.18
Exhibits Specialist I	16.43
Exhibits Specialist II	20.34
Exhibits Specialist III	24.90
Illustrator I	16.43
Illustrator II	20.34
Illustrator III	24.90
Librarian	22.54
Library Technician	16.09
Photographer I	14.71
Photographer II	18.89
Photographer III	23.39
Photographer IV	28.64
Photographer V	34.64

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	7.99
Counter Attendant	7.99
Dry Cleaner	8.69
Finisher, Flatwork, Machine	7.99
Presser, Hand	7.99
Presser, Machine, Drycleaning	9.19
Presser, Machine, Shirts	7.99
Presser, Machine, Wearing Apparel, Laundry	7.99
Sewing Machine Operator	10.22
Tailor	11.12
Washer, Machine	8.43

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	20.20
Tool and Die Maker	21.74

Material Handling and Packing Occupations

Forklift Operator	15.37
Fuel Distribution System Operator	18.34
Material Coordinator	16.50
Material Expediter	16.50
Material Handling Laborer	13.77
Order Filler	11.45
Production Line Worker (Food Processing)	15.37
Shipping Packer	14.82
Shipping/Receiving Clerk	14.82

Stock Clerk (Shelf Stocker; Store Worker II)	14.32
Store Worker I	10.71
Tools and Parts Attendant	15.37
Warehouse Specialist	16.42

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	21.44
Aircraft Mechanic Helper	18.25
Aircraft Quality Control Inspector	22.10
Aircraft Servicer	19.59
Aircraft Worker	20.18
Appliance Mechanic	20.20
Bicycle Repairer	17.72
Cable Splicer	23.87
Carpenter, Maintenance	20.20
Carpet Layer	19.54
Electrician, Maintenance	20.76
Electronics Technician, Maintenance I	18.98
Electronics Technician, Maintenance II	19.63
Electronics Technician, Maintenance III	23.23
Fabric Worker	18.97
Fire Alarm System Mechanic	20.76
Fire Extinguisher Repairer	18.34
Fuel Distribution System Mechanic	17.67
General Maintenance Worker	19.54
Heating, Refrigeration and Air Conditioning Mechanic	20.76
Heavy Equipment Mechanic	20.76
Heavy Equipment Operator	21.39
Instrument Mechanic	20.76
Laborer	10.31
Locksmith	20.20
Machinery Maintenance Mechanic	21.47
Machinist, Maintenance	20.76
Maintenance Trades Helper	17.62
Millwright	20.76
Office Appliance Repairer	20.20
Painter, Aircraft	20.20
Painter, Maintenance	19.78
Pipefitter, Maintenance	21.29
Plumber, Maintenance	20.20
Pneudraulic Systems Mechanic	20.76
Rigger	20.76
Scale Mechanic	19.54
Sheet-Metal Worker, Maintenance	20.76
Small Engine Mechanic	19.54
Telecommunication Mechanic I	20.76
Telecommunication Mechanic II	21.40
Telephone Lineman	20.76
Welder, Combination, Maintenance	20.76

Well Driller	20.76
Woodcraft Worker	20.76
Woodworker	18.34

Miscellaneous Occupations

Animal Caretaker	8.62
Carnival Equipment Operator	8.62
Carnival Equipment Repairer	9.08
Carnival Worker	9.08
Cashier	10.17
Desk Clerk	12.08
Embalmer	18.19
Lifeguard	10.77
Mortician	18.19
Park Attendant (Aide)	13.52
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.99
Recreation Specialist	16.75
Recycling Worker	11.02
Sales Clerk	11.28
School Crossing Guard (Crosswalk Attendant)	9.70
Sport Official	10.77
Survey Party Chief (Chief of Party)	14.82
Surveying Aide	9.28
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.81
Swimming Pool Operator	10.59
Vending Machine Attendant	9.58
Vending Machine Repairer	10.78
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Personal Needs Occupations

Child Care Attendant	12.08
Child Care Center Clerk	15.07
Chore Aid	9.45
Homemaker	22.31

Plant and System Operation Occupations

Boiler Tender	20.06
Sewage Plant Operator	19.52
Stationary Engineer	20.06
Ventilation Equipment Tender	17.07
Water Treatment Plant Operator	19.52

Protective Service Occupations

Alarm Monitor	14.57
Corrections Officer	18.27
Court Security Officer	18.27
Detention Officer	18.27
Firefighter	16.30
Guard I	9.17

Guard II	13.19
Police Officer	20.94

Stevedoring/Longshoremen Occupations

Blocker and Bracer	16.74
Hatch Tender	16.74
Line Handler	16.74
Stevedore I	15.93
Stevedore II	19.52

Technical Occupations

Air Traffic Control Specialist, Center (2)	28.24
Air Traffic Control Specialist, Station (2)	19.48
Air Traffic Control Specialist, Terminal (2)	21.45
Archeological Technician I	12.90
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Unexploded (UXO) Safety Escort	17.95
Unexploded (UXO) Sweep Personnel	17.95
Unexploded Ordnance (UXO) Technician I	17.95
Unexploded Ordnance (UXO) Technician II	21.72
Unexploded Ordnance (UXO) Technician III	26.03
Weather Observer, Combined Upper Air and Surface Programs (3)	13.97
Weather Observer, Senior (3)	15.53

Weather Observer, Upper Air

13.97

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	14.72
Parking and Lot Attendant	9.22
Shuttle Bus Driver	12.27
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Truckdriver, Light Truck	13.44
Truckdriver, Medium Truck	16.12
Truckdriver, Tractor-Trailer	16.75

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If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-3027
Revision No.: 2
Date of Last Revision: 06/05/2002

State: Connecticut

Area: Connecticut Counties of Fairfield, New Haven

**** Fringe Benefits Required Follow the Occupational Listing ****

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	12.50
Accounting Clerk II	13.81
Accounting Clerk III	14.18
Accounting Clerk IV	17.35
Court Reporter	17.00
Dispatcher, Motor Vehicle	17.71
Document Preparation Clerk	13.81
Duplicating Machine Operator	12.97
Film/Tape Librarian	14.11
General Clerk I	10.07
General Clerk II	11.67
General Clerk III	13.20
General Clerk IV	17.48
Housing Referral Assistant	18.50
Key Entry Operator I	11.72
Key Entry Operator II	12.97
Messenger (Courier)	10.30
Order Clerk I	13.88
Order Clerk II	18.33
Personnel Assistant (Employment) I	12.97
Personnel Assistant (Employment) II	15.05
Personnel Assistant (Employment) III	16.19
Personnel Assistant (Employment) IV	18.61
Production Control Clerk	18.38
Rental Clerk	15.92
Scheduler, Maintenance	15.05
Secretary I	16.14
Secretary II	17.71
Secretary III	19.92
Secretary IV	22.47
Secretary V	25.87
Service Order Dispatcher	15.05
Stenographer I	14.22

Stenographer II	16.58
Supply Technician	21.39
Survey Worker (Interviewer)	14.10
Switchboard Operator-Receptionist	14.10
Test Examiner	17.00
Test Proctor	17.00
Travel Clerk I	10.71
Travel Clerk II	11.66
Travel Clerk III	12.29
Word Processor I	12.00
Word Processor II	15.38
Word Processor III	17.22

Automatic Data Processing Occupations

Computer Data Librarian	10.77
Computer Operator I	12.38
Computer Operator II	13.86
Computer Operator III	18.29
Computer Operator IV	23.06
Computer Operator V	25.54
Computer Programmer I (1)	19.93
Computer Programmer II (1)	22.05
Computer Programmer III (1)	27.62
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	24.54
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.39

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	20.76
Automotive Glass Installer	24.72
Automotive Worker	24.72
Electrician, Automotive	25.55
Mobile Equipment Servicer	23.20
Motor Equipment Metal Mechanic	26.26
Motor Equipment Metal Worker	24.72
Motor Vehicle Mechanic	23.66
Motor Vehicle Mechanic Helper	22.35
Motor Vehicle Upholstery Worker	24.00
Motor Vehicle Wrecker	24.72
Painter, Automotive	23.00
Radiator Repair Specialist	22.42
Tire Repairer	15.94
Transmission Repair Specialist	23.64

Food Preparation and Service Occupations

Baker	10.43
Cook I	11.25

Cook II	12.17
Dishwasher	9.74
Food Service Worker	9.32
Meat Cutter	12.97
Waiter/Waitress	8.82

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	20.20
Furniture Handler	16.46
Furniture Refinisher	20.20
Furniture Refinisher Helper	17.67
Furniture Repairer, Minor	18.97
Upholsterer	20.20

General Services and Support Occupations

Cleaner, Vehicles	9.02
Elevator Operator	10.71
Gardener	11.48
House Keeping Aid I	10.71
House Keeping Aid II	11.15
Janitor	10.71
Laborer, Grounds Maintenance	12.59
Maid or Houseman	13.36
Pest Controller	11.55
Refuse Collector	11.99
Tractor Operator	10.94
Window Cleaner	10.65

Health Occupations

Dental Assistant	13.49
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.57
Licensed Practical Nurse I	11.02
Licensed Practical Nurse II	12.36
Licensed Practical Nurse III	13.83
Medical Assistant	12.36
Medical Laboratory Technician	12.36
Medical Record Clerk	12.36
Medical Record Technician	14.60
Nursing Assistant I	7.29
Nursing Assistant II	8.19
Nursing Assistant III	9.62
Nursing Assistant IV	10.68
Pharmacy Technician	12.19
Phlebotomist	12.36
Registered Nurse I	17.13
Registered Nurse II	20.97
Registered Nurse II, Specialist	20.97
Registered Nurse III	25.37
Registered Nurse III, Anesthetist	25.37

Registered Nurse IV	30.38
Information and Arts Occupations	
Audiovisual Librarian	24.27
Exhibits Specialist I	18.89
Exhibits Specialist II	23.39
Exhibits Specialist III	28.64
Illustrator I	18.30
Illustrator II	22.65
Illustrator III	27.73
Librarian	27.98
Library Technician	16.09
Photographer I	14.09
Photographer II	18.10
Photographer III	22.41
Photographer IV	27.43
Photographer V	33.18
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.99
Counter Attendant	7.99
Dry Cleaner	9.80
Finisher, Flatwork, Machine	7.99
Presser, Hand	7.99
Presser, Machine, Drycleaning	7.99
Presser, Machine, Shirts	7.99
Presser, Machine, Wearing Apparel, Laundry	7.99
Sewing Machine Operator	9.85
Tailor	11.12
Washer, Machine	8.43
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	20.20
Tool and Die Maker	21.74
Material Handling and Packing Occupations	
Forklift Operator	15.63
Fuel Distribution System Operator	20.17
Material Coordinator	18.14
Material Expediter	18.14
Material Handling Laborer	15.84
Order Filler	12.60
Production Line Worker (Food Processing)	15.98
Shipping Packer	14.82
Shipping/Receiving Clerk	14.82
Stock Clerk (Shelf Stocker; Store Worker II)	14.32
Store Worker I	10.93
Tools and Parts Attendant	15.63
Warehouse Specialist	16.70

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	20.76
Aircraft Mechanic Helper	17.67
Aircraft Quality Control Inspector	21.40
Aircraft Servicer	18.97
Aircraft Worker	19.54
Appliance Mechanic	20.20
Bicycle Repairer	17.72
Cable Splicer	23.87
Carpenter, Maintenance	25.55
Carpet Layer	19.54
Electrician, Maintenance	25.43
Electronics Technician, Maintenance I	20.14
Electronics Technician, Maintenance II	20.83
Electronics Technician, Maintenance III	24.64
Fabric Worker	18.97
Fire Alarm System Mechanic	20.76
Fire Extinguisher Repairer	18.34
Fuel Distribution System Mechanic	19.44
General Maintenance Worker	19.54
Heating, Refrigeration and Air Conditioning Mechanic	20.76
Heavy Equipment Mechanic	20.76
Heavy Equipment Operator	22.01
Instrument Mechanic	20.76
Laborer	10.71
Locksmith	20.20
Machinery Maintenance Mechanic	19.62
Machinist, Maintenance	20.76
Maintenance Trades Helper	17.62
Millwright	20.76
Office Appliance Repairer	20.20
Painter, Aircraft	20.20
Painter, Maintenance	22.75
Pipefitter, Maintenance	21.71
Plumber, Maintenance	20.20
Pneudraulic Systems Mechanic	20.76
Rigger	20.76
Scale Mechanic	19.54
Sheet-Metal Worker, Maintenance	20.76
Small Engine Mechanic	19.54
Telecommunication Mechanic I	20.76
Telecommunication Mechanic II	21.40
Telephone Lineman	20.76
Welder, Combination, Maintenance	20.76
Well Driller	21.88
Woodcraft Worker	20.76
Woodworker	18.34

Miscellaneous Occupations

Animal Caretaker	9.28
Carnival Equipment Operator	9.48
Carnival Equipment Repairer	9.92
Carnival Worker	9.25
Cashier	10.53
Desk Clerk	12.50
Embalmer	20.97
Lifeguard	11.15
Mortician	19.06
Park Attendant (Aide)	13.99
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	12.82
Recreation Specialist	17.34
Recycling Worker	10.90
Sales Clerk	11.15
School Crossing Guard (Crosswalk Attendant)	9.26
Sport Official	11.15
Survey Party Chief (Chief of Party)	17.78
Surveying Aide	12.21
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	16.16
Swimming Pool Operator	11.36
Vending Machine Attendant	10.27
Vending Machine Repairer	11.56
Vending Machine Repairer Helper	10.27

Personal Needs Occupations

Child Care Attendant	12.50
Child Care Center Clerk	15.60
Chore Aid	9.36
Homemaker	22.09

Plant and System Operation Occupations

Boiler Tender	22.62
Sewage Plant Operator	20.20
Stationary Engineer	22.62
Ventilation Equipment Tender	17.67
Water Treatment Plant Operator	20.87

Protective Service Occupations

Alarm Monitor	15.29
Corrections Officer	22.50
Court Security Officer	23.99
Detention Officer	23.64
Firefighter	23.99
Guard I	10.42
Guard II	14.98
Police Officer	25.48

Stevedoring/Longshoremen Occupations

Blocker and Bracer	17.64
Hatch Tender	17.64
Line Handler	17.64
Stevedore I	16.49
Stevedore II	17.56

Technical Occupations

Air Traffic Control Specialist, Center (2)	29.93
Air Traffic Control Specialist, Station (2)	20.64
Air Traffic Control Specialist, Terminal (2)	22.73
Archeological Technician I	16.69
Archeological Technician II	18.91
Archeological Technician III	23.43
Cartographic Technician	23.06
Civil Engineering Technician	20.37
Computer Based Training (CBT) Specialist/ Instructor	24.54
Drafter I	14.43
Drafter II	16.18
Drafter III	20.78
Drafter IV	25.72
Engineering Technician I	14.96
Engineering Technician II	16.78
Engineering Technician III	19.83
Engineering Technician IV	22.74
Engineering Technician V	27.09
Engineering Technician VI	32.76
Environmental Technician	20.96
Flight Simulator/Instructor (Pilot)	26.00
Graphic Artist	19.69
Instructor	21.34
Laboratory Technician	17.96
Mathematical Technician	21.30
Paralegal/Legal Assistant I	15.52
Paralegal/Legal Assistant II	21.26
Paralegal/Legal Assistant III	26.00
Paralegal/Legal Assistant IV	31.47
Photooptics Technician	20.40
Technical Writer	25.71
Unexploded (UXO) Safety Escort	19.02
Unexploded (UXO) Sweep Personnel	19.02
Unexploded Ordnance (UXO) Technician I	19.02
Unexploded Ordnance (UXO) Technician II	23.01
Unexploded Ordnance (UXO) Technician III	27.58
Weather Observer, Combined Upper Air and Surface Programs (3)	18.29
Weather Observer, Senior (3)	20.33
Weather Observer, Upper Air	18.29

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	15.41
Parking and Lot Attendant	9.54
Shuttle Bus Driver	13.32
Taxi Driver	11.83
Truckdriver, Heavy Truck	18.03
Truckdriver, Light Truck	12.58
Truckdriver, Medium Truck	17.37
Truckdriver, Tractor-Trailer	18.03

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance,

explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

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